



**KENTUCKY DEPARTMENT OF FISH & WILDLIFE RESOURCES
COMMERCE CABINET**

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TO: Kentucky Fish and Wildlife Commission

FROM: Commissioner Jon Gassett

DATE: August 17, 2007

RE: Update on Strategic Plan FY 2008-2012

Since adoption of the KDFWR Strategic Plan FY 2008-2012, the Department has made noticeable strides in incorporating our strategic and operational objectives into our daily decisions and efforts. Each week's Executive Staff meeting is focused on progress toward our operational objectives. Employees' performance plans are being revised to better direct efforts toward achieving our strategic outcomes. Biennial Budget documents are being revised to consider our proposed outputs and outcomes in the next two-year budget cycle. As of this week, every employee of KDFWR was distributed a formal copy of the new five-year Strategic Plan, with a memorandum explaining its importance to their daily responsibilities and soliciting their input on how best to accomplish each objective. (The Department has also distributed copies of our Strategic Plan to all Commerce Cabinet agencies as a way of announcing our intentions.) Finally, discussions have started with our IT staff to expand the KDFWR website and Strategic Plan pages to be more informative and interactive in connecting our achievements to each objective.

As a sample of progress since July, described below are specific efforts toward our achievement of key operational objectives.

Index	Goal and Objective	Progress
1.1.e	e. To expand stream restoration projects, including Fees-In-Lieu-Of Mitigation projects, by 50 percent by the end of FY 2012.	Advertising to hire two new positions that have been approved. KFWIS provided data and maps to staff.

1.2.b	b. To implement 5-year habitat improvement plans for all KDFWR Wildlife Management Areas by the end of FY 2010.	In the Bluegrass Region, working on large-scale burning plans for Taylorsville Lake WMA to rotationally burn large units to improve small game habitat; we are implementing plans to treat or re-treat every passable field acre on WMAs that have a significant tall fescue component by 2010; working on signage & demo areas for each WMA on predominant habitat practices used on WMAs; published on-line all species known and predicted to occur on all of our WMAs
1.2.f	f. To increase private lands enrolled in WMA agreements by 100 thousand acres by the end of FY 2012.	Liddle WMA (Lee County, 800 acres), Paul Van Booven WMA (UK property), Begley WMA is adding 11,000 acres, Sigmon Coal (7,000 acres with small game potential), Grahm WMA (Leslie, Clay, and Bell counties; 15,000 acres of the former Southeast Mississippi Power Property)
1.3.a	a. To increase the acreage enrolled in the Green River CREP by 25 percent by end of FY 2008.	New soil rental rate is about to go into effect and current sign-ups are going very strong. We expect to double (or increase by 100%) our current CREP acres by the end of the year.
1.3.c	c. To develop a Mid-America CREP to include partnerships with at least two other states by the end of FY 2010.	Continue to work with in-state partners and C2I to promote and develop this program. Made technical staff aware of the concept in MO, AR, MS and TN.
1.4.c	c. To develop and implement prevention and response plans for targeted fish and wildlife disease by the end of FY 2009.	Developed a CWD contingency plan and just placed a link on our web site providing information about this plan; finalized a map of all captive cervid locations and identified sampling buffers around these locations to insure that we are prepared in the event CWD is found;
1.5.b	b. To develop and implement long-range plans for small game populations by the end of FY 2008.	Small Game Program staff attended regional meetings to strategize for restoring northern bobwhite to KY that will be incorporated in the quail plan; John Morgan attended SE Quail Study Group meeting aimed at quail restoration; working with regions to establish focus areas for small game management of public lands.
1.5.c	c. To develop fish management plans for all major public waters by the end of FY 2010.	On schedule for completion; completing 10 per year.

2.1.a	a. To build or renovate 7 boating access sites by the end of FY 2009.	4 ramps/year planned with Engineering. Completed boat ramps at Hwy 25E (Bell County), Lily Creek Extension (Russell), Ono Extension (Russell), Slate Branch Extension (Pulaski), Bee Creek Extension (Whitley), and Alligator One (Russell). Designed and oversaw construction for ramp extension at Burnside State Park (Pulaski) and Lake Cumberland State Resort Park (Russell). Paved 110 space tournament-sized parking lot for ramp previously built in Kuttawa (Lyon County).
2.1.b	b. To increase the amount of public access acreage located within 50 miles of the Golden Triangle (Louisville, Lexington, Northern Kentucky) by 10 percent by end of FY 2012.	Licking River Acquisition Project; just developed a new parking area on the Bailey Tract of the Clay WMA; Hidden Valley agreement is in the renewal process.
2.1.d	d. To increase the amount of KDFWR-owned land by 10,000 acres by the end of FY 2012.	Licking River Acquisition Project-one acquisition of three tracts is in progress, another proposal for another 350 acre tract has been submitted, and another proposal for a 750 acre tract is in progress (will be submitted next week)
2.1.e	e. To develop 15 new bank access sites by end of FY 2012.	Jewel City site/Green River near completion; plan 2 new fishing piers in 07-08. A gravel ramp is currently being refurbished on Forked Lake on DTWMA; Licking River Acquisition Project (Licking River frontage)-one acquisition of three tracts is in progress, another proposal for another 350 acre tract has been submitted, and another proposal for a 750 acre tract is in progress (if successful this could mean over 5 miles of Licking River frontage acquired)
3.2.a	b. To evaluate and update the conservation education model utilized in Kentucky by the end of FY 2008.	A committee of employees from Wildlife, Fisheries, Law Enforcement, and Information and Education Divisions are reviewing and revising current conservation education school programs. This group has begun work on improving current programs.
3.2.b	a. To increase the number of students exposed to conservation education by 50 percent by the end of FY 2011.	On July 17th, several Northeast Region staff will be conducting activities with a Morehead State University mammalogy class; two staff members will be speakers at a Wetland Institute scheduled for September.
3.3.b	b. To develop educational material aimed at youth, women, minorities and novice participants regarding wildlife-related activities by the end of FY 2008.	The agency has developed a partnership with state parks to present Becoming an Outdoor Woman at parks across the state. This program is aimed at recruiting women into the ranks of hunters and anglers.



3.4.a	a. To facilitate a web-based constituent support network by the end of FY 2008.	The department has assisted in development of website for coalition, which is currently undergoing by volunteers. Expected to go on-line before 2008 General Assembly.
5.3.c	c. To increase the level of leadership training provided to new supervisors by the end of FY 2008.	Draft list of core management courses has been prepared; Requiring supervisors in Administrative Services Division to attend supervisor/leadership course before end of CY. Developing department level leadership training through Commissioner's office.
5.4.e	e. To implement process to draw and receive all federal aid reimbursement at least quarterly by the end of FY 2008.	Implement monthly process and monitoring to ensure receipt of federal aid reimbursement. Drafted policy to define expectations.

Other noticeable achievements by the Department include:

1.4.a	a. To develop and implement an aquatic nuisance species plan by the end of FY 2008.	75% completed; work in progress.
1.4.b	b. To develop and implement a terrestrial nuisance species plan by the end of FY 2008.	Hired a joint interim employee (with Fisheries Division) that will begin working on this plan once they have the ANS plan completed; We have developed nuisance plant spp control plans for 2 WMAs in the Bluegrass region; staff have been obtaining pesticide applicator licenses and certifications and will be treating invasive exotics on all WMAs in the Northeast region (multiple WMAs should be treated in September); Peabody staff identified 10,000 acres for new small game project; Defined all species as 'exotic' or 'nuisance' in a taxonomy table; some field staff will be attending Forest and Natural Area Invasive Plant Workshop on August 21st
2.1.c	c. To establish 10 new hunting opportunities in municipalities by the end of FY 2011.	Deer program and Bluegrass Region staff are working with Ft. Thomas city staff on this possibility.
3.3.g	g. To develop and implement new public information and message presentations at the Salato Wildlife Education Center by the end of FY 2009.	A working group has been formed to review all Salato Wildlife Education Center exhibits and recommend ways to better interpret those exhibits to the public.
3.3.k	k. To increase the viewership of "Kentucky Afield" by 50 percent by the end of FY 2012.	Kentucky Afield is now being broadcast on a new commercial station in central Kentucky, CW-WKYT.



4.3.a	a. To establish at least one multi-use public access land-area by the end of FY 2009.	Working on agreement in Clark Co. with East Kentucky Power.
5.1.b	b. To begin selling advertising in the Kentucky Afield magazine by the end of FY 2008.	A proposal by Outdoor Groups, Inc. to sell advertising in the magazine has been accepted. A contract is currently being developed and we hope to have advertisements in the magazine by the spring issue.
5.3.b	c. To increase the level of personnel management training provided to supervisors by the end of FY 2008.	Enacted additional training requirements as part of employees' annual performance plans during August Interim Review Period. Seeking partnership with Personnel Cabinet on new Training Component. Sending agency personnel staff to other Division's regional/district meetings to provide personnel awareness and updates.
5.4.a	a. To develop and implement a plan to address the 2008 retirements by the end of FY 2008.	Identified employees who are retirement eligible to begin process of evaluating impact of 2008 retirements. Plan will eventually include requirements for cross training, manpower assessment, and information exchange. Worked towards creating a database that serves Wildlife and Fisheries Divisions to capture accomplishment information that can be used to capture information that could be lost to retirements, report accomplishments more efficiently, and promote enhanced planning and project management on public and private lands.

As KDFWR is only two months into Fiscal Year 2008 and our five-year strategic plan, we will continue to push toward achievement of all our operational objectives. The Department will also identify additional methods of reporting our progress toward these priorities